

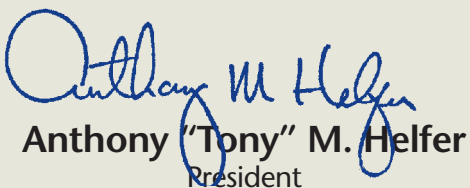


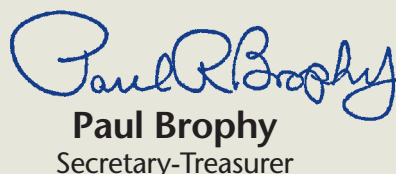
## From Your Officers

Your union has 13,000 members in Western Pennsylvania, West Virginia, and Eastern Ohio, and more than 1.3 million UFCW members across North America. We work in grocery stores, retail, food processing and manufacturing, healthcare, and in other service sector and industrial jobs.

Our collective voice gives us the power to improve our wages, working conditions, and benefits. Sticking together gives us the power to improve our lives.

**Welcome to our  
UFCW Local 23 family!**

  
Anthony "Tony" M. Helfer  
President

  
Paul Brophy  
Secretary-Treasurer

## Your Right To Union Representation

If you are ever called into a meeting that you think could lead to discipline, STOP!  
Ask for union representation.

**Know your rights:**  
You never have to go it alone.

**"I request a union representative during this meeting. If you accuse me or ask me questions I believe may lead to my discipline, I have a right not to answer those questions and will continue to ask for a union representative until you comply with my request."**

After exercising your rights,  
call your union representative at Local 23

**1-800-562-2523**

and tell your union steward

## UFCW Local 23

345 Southpointe Blvd. Suite 300

Cononsburg, PA 15317

**1-800-562-2523**

For questions about your health benefits, call

**1-800-423-3863**

**www.UFCW23.org**

# Welcome to UFCW Local 23

A Voice for Working America



  
a **VOICE** for working America



# Congratulations on your new job... *and welcome to your union!*

You are one of thousands of members in the United Food & Commercial Workers (UFCW) Local 23. Together, we are a family of workers who stick up for each other and fight side-by-side to make our workplace and our communities better.

In our union, workers stick together to build better lives for ourselves and our families— now and for the future. It’s about getting a fair paycheck this week, and a good schedule next week. It’s about being treated with respect. It’s about having a decent job where we all have a voice, and the boss doesn’t make all the decisions.

Members in Local 23 are coming together to achieve meaningful change at our work, our community, and for all working families everywhere. Now more than ever, we need a stronger voice.

## Being a Part of a Union Makes a Difference

- **Wages** On average, union members make about 20% more in wages than non-union workers.
- **Health Benefits** Union members are more likely to have affordable employer-provided health benefits.
- **Retirement Security** Union members are far more likely than other workers to have a guaranteed pension.
- **Standing Together** Last year, Local 23 members recovered more than \$1.2 million dollars and saved 124 jobs by standing up to unjust corporate managers. Union members have more vacation days, paid leave, and job security.
- **A Voice at Work** Union members negotiate with management- **As Equals**- over working conditions, wages, benefits, and other job issues.
- **Representation** As a union member, you have the right to union representation during any workplace investigation to could lead to discipline.
- **Fair Treatment** Your union contract ensures that all workplace discipline be fair and consistent.
- **Your Contract** Your wages, benefits, and working conditions are spelled out in writing—in your contract. This is a legally-binding contract and cannot be changed by your employer. It is bargained for and voted on by you and your co-workers.

## Now’s the Time to Get Involved

*The only way we can make our voices stronger is by sticking together.*

Check out the latest on Local 23, Go to

**[www.UFCW23.org](http://www.UFCW23.org)**

AND

Join your co-workers on Facebook



**[www.facebook.com/pages/United-Food-and-Commercial-Workers-Local-23](https://www.facebook.com/pages/United-Food-and-Commercial-Workers-Local-23)** Search: UFCW Local 23

### Each worksite has a Union Representative—

a staff member who regularly visits your worksite to meet with you, talk about what’s happening with members, and to ensure everyone’s rights are protected.

### Each workplace also has one or more union stewards—

A steward is a union member like you who is elected by you and your co-workers, and has been trained to stand up for co-workers rights in the workplace and to speak out on union issues.

### Your Steward

Phone #

Email

